A.J WELLS & SONS LTD

Health & Safety Policy: PO-A-15-1

Our organisation is committed to ensuring the health, safety, and welfare of all employees, contractors, and visitors. We believe that a safe and healthy working environment is essential for the prevention of work-related injury and ill health. This Policy applies to all our operations and activities and reflects our dedication to meeting relevant legal obligations and other requirements and achieving continual improvement, in alignment with the Health & Safety at Work Act and ISO 45001 Occupational Health and Safety Management System standard.

Our Commitments

1. **Safe and Healthy Working Conditions** We will provide and maintain safe and healthy working conditions to prevent work-related injuries and ill health. This includes:
    - Conducting regular risk assessments.
    - Monitoring and improving workplace practices and facilities.
    - Ensuring suitable emergency procedures are in place.
2. **Elimination of Hazards and Reduction of Risks** We will identify and eliminate workplace hazards and reduce occupational health and safety (OH&S) risks wherever reasonably practicable. This involves:
    - Implementing safe systems of work.
    - Providing appropriate tools, equipment, and training to support safe practices.
3. **Consultation and Participation** We value the input of our employees and their representatives in shaping our health and safety practices. We will:
    - Foster open communication on health and safety matters.
    - Encourage employees to report unsafe conditions and suggest improvements.
    - Use the Health & Safety Committee, with representatives from across the business, as a vital tool for consultation and participation.
4. **Continual Improvement** We are dedicated to continuously improving our OH&S management system and overall performance. This includes:
    - Setting and reviewing health and safety objectives and targets.
    - Regularly reviewing and updating this policy to ensure its relevance.
    - Using ISO 45001 standard as a framework to drive improvement.

Responsibilities

1. **Leadership**: Senior management will lead by example, demonstrating commitment to this policy and ensuring sufficient resources are allocated for its effective implementation.
2. **Employees**: Every employee has a duty to:
   - Take reasonable care of their own health and safety and that of others.
   - Follow safe work practices and procedures.
   - Report any unsafe conditions or incidents immediately.
3. **Contractors and Visitors**: Contractors, including those working on our behalf, must comply with our health and safety requirements relevant to their work environment or tasks.

Implementation

1. **Training and Awareness**: We will provide information, instruction, and training to ensure everyone understands their health and safety responsibilities.
2. **Monitoring and Review**: Health and safety performance will be monitored, and this policy will be reviewed annually to ensure its continued suitability and effectiveness.

Policy Approval

This policy has been endorsed by senior management and is available to all employees and contractors, as well as interested parties upon request. By working together, we aim to create a workplace that prioritises health, safety, and well-being for all.

H Wells
Managing Director
On behalf of Board of Directors

G Wells
H&S/Operations Director

January 2025

Rev 5 January 2025